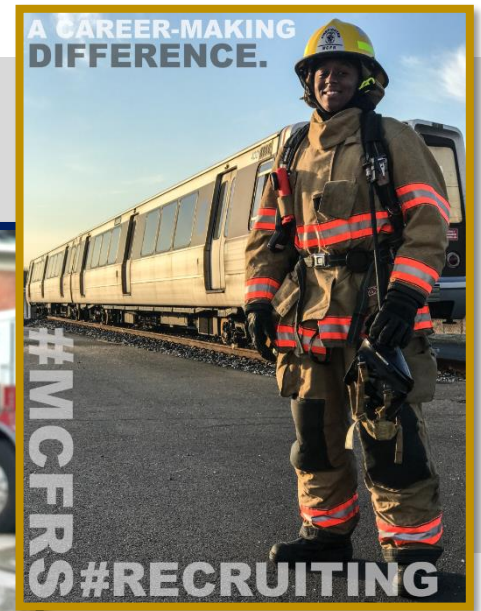




# Montgomery County Government (MD)

## FIRE CHIEF

### MONTGOMERY COUNTY FIRE & RESCUE SERVICE



### ABOUT THE POSITION

#### Major duties and responsibilities:

- Direct operations for MCFRS and its delivery of fire and rescue service
- Prepare and administer the MCFRS operating budget
- Provide vision for training and educational programs
- Update and maintain MCFRS policies and procedures
- Plan and direct comprehensive research and planning activities related to MCFRS operations
- Oversee MCFRS recruitment and development programs
- Develop and maintain strong working relationships with regional career and volunteer fire departments

**Join the MCG Team — You're going to *love it* here!**

## THE IDEAL CANDIDATE

The candidate's background and experience should include strong and effective leadership in a large, complex, urban, multi-station fire and rescue service where all aspects of modern firefighting and emergency medical services responses are encountered. A demonstrated managerial and supervisory role in a combination (career and volunteer) department is ideal. Although the venue of a candidate's experience will be considered, key criteria for selection will be a demonstrated track record of integrity and excellence in leading a learning organization, establishing trust and leading high-performing teams, and a commitment to service and building relationships.

Leading the Montgomery County Fire and Rescue Service (MCFRS) requires an innovative and visionary Fire Chief, capable of understanding modern fire, EMS, risk reduction, and all-hazards practices, and the need to use data for problem solving and assessing community risk and vulnerabilities. The ideal candidate will need a strong work ethic and passion for emergency services, with the ability to focus attention while establishing direction, gaining commitment, and motivating the organization. One should also be comfortable when experiencing conflicting and opposing viewpoints, as well as strongly advocated goals and objectives. This feedback may come from County officials, labor groups, community organizations, and well-established public policy advocacy groups. The Fire Chief should be agile in evaluating suitable alternatives, building consensus, and developing appropriate solutions to foster outcomes that support the vision of a more equitable and inclusive Montgomery County.



## MONTGOMERY COUNTY FIRE & RESCUE SERVICE

The history of the fire and rescue service in Montgomery County can be traced back to the 1870s, when residents started their own volunteer fire departments to handle the needs of the local community. In the early 1900s, several communities began creating their own volunteer fire departments, some of which still exist to this day. In 1988, the local fire/rescue employees became County employees, subject to the merit system principles of

Montgomery County. In 2004, the County Council passed Bill Number 36-03, amending Montgomery County Code to unify the County's local fire rescue (LFRD) and career fire departments, and created a uniformed, career Fire Chief position, with full authority over all fire, rescue, and emergency medical services in the County, including those provided by the LFRDs.

The Fire Chief is responsible for planning, directing, reviewing, and leading the outreach and education activities and operations of the entire [Montgomery County Fire and Rescue Service](#). The Chief must be able to work closely with elected leaders, other public safety entities, and key stakeholders to create and maintain sustainable partnerships and advocate for departmental resources to ensure excellence in service delivery. The Chief works collaboratively with the International Association of Fire Fighters #1664, the Montgomery County Volunteer Fire & Rescue Association, and the Montgomery County Government Employees Organization, as well as the Fire and Emergency Services Commission to fulfill this mission.

Today, there are 35 fire and 2 rescue stations serving one of the most diverse counties in the US, with approximately 1,250 career fire/medical personnel, 100 administrative/professional staff, and 1,400 additional volunteer fire/medical personnel from 19 LFRDs comprising a world class, all-hazards fire and rescue service. In 2023, there were more than 132,000 dispatched calls for service, of which 78% were emergency medical calls. The total approved FY 2023 Operating Budget for the Fire and Rescue Service was \$252,665,621. Personnel costs comprise 82 percent of the budget for 1,352 FTEs.

The Montgomery County Fire and Rescue Service has been accredited by the Commission on Fire Accreditation International (CFAI) since 2007.

### MCFRS's VISION

The Montgomery County Fire and Rescue Service vision is to enhance public safety and support quality of life through direct immersion in our communities, effectively blending outreach and education, and by leveraging our career and volunteer workforce to deliver exceptional services and improve our resiliency to meet increased challenges.

### MCFRS's MISSION

The mission of the Montgomery County Fire and Rescue Service is to protect lives, property and the environment with comprehensive risk reduction programs and safe and effective emergency response provided by highly skilled career and volunteer service providers representing the County's diverse population.

## EDUCATION / EXPERIENCE

**Experience:** Extensive (seven (7) years) experience in fire and rescue management, operations, and intergovernmental disaster management, with at least four (4) years in a managerial or supervisory capacity, which included responsibility for fund and budget administration, program planning, implementation and administration.

Preferred candidates will have professional experience in a comparable jurisdiction and prior experience as a Fire Chief, Assistant Chief, or Division/Deputy Chief.

**Education:** A master's degree from an accredited college or university in Fire Science, Fire Administration, Fire Protection Engineering, Public Administration, or a related field.

**Equivalency:** An equivalent combination of education and experience may be substituted.

## COMPENSATION / BENEFITS

The starting salary is highly competitive, up to \$220K, depending upon the background and qualifications of the successful candidate. Montgomery County has an exceptional compensation package including pay for performance, medical, dental, life insurance, long-term disability, flexible spending account, defined contribution retirement plan, deferred compensation plan, vacation, sick leave, wellness program and other highly competitive benefits. The working conditions are outstanding, and the locale is ideal.

## HOW TO APPLY

This position is open until filled, with first review of candidates to begin on May 31, 2023. To apply, please send your resume and cover letter to Lindsay Bolt at [FireChiefRecruiting@montgomerycountymd.gov](mailto:FireChiefRecruiting@montgomerycountymd.gov).

For more information, please email Lindsay Bolt at [FireChiefRecruiting@montgomerycountymd.gov](mailto:FireChiefRecruiting@montgomerycountymd.gov).

### The successful candidate will have the following experience, knowledge, and skills:

- Demonstrated leadership, administrative, and management skills.
- Have vision and innovation with which to manage the dynamics of the 21<sup>st</sup> century fire and rescue department. A global vision of the community's needs and vision are critical.
- Creativity and the ability to guide and balance change.
- A positive commitment to embracing diversity and personnel practices that ensure MCFRS embodies an environment that embraces inclusivity, individual opportunity and excellence, regardless of race, sex, individual or cultural differences.
- A commitment to transparency and consistency, communicating with all levels of the organization in a timely manner.
- A positive track record of strong bargaining relations with proven experience in fostering collaboration with bargaining unit members.
- Demonstrated ability to lead by example and inspire excellence.
- A willingness to appropriately confront issues and make tough recommendations and decisions.
- A fair, open, and participatory management style, open to and respecting input from others.
- High personal energy, enthusiasm, a positive approach, self-confidence, and a sense of humor.
- Outstanding interpersonal and "people" skills, with expertise in consensus building, conflict resolution, mediation and working through issues to create positive outcomes.
- Personal and professional integrity of the highest order, demonstrated in both the candidate's public and private life.





## COUNTY GOVERNMENT

**Montgomery County Government (MCG)** is composed of the Executive and Legislative branches. The Executive Branch implements and enforces Montgomery County's laws and provides executive direction to the government. Its chief executive officer is the County Executive. There are over 30 executive branch departments and agencies that help deliver services to more than one million county residents. Montgomery County is proud of the services it offers. The County Council members and the County Executive serve four-year terms.



## THE COMMUNITY

**Montgomery County**, located adjacent to Washington, DC, has over one million residents and is one of Maryland's most populous and affluent counties. The County is also the most diverse in the State and ranks among the top ten most diverse counties in the nation.

Many families seeking a high quality of life and excellent schools are attracted to the County for its employment offerings, livable neighborhoods, safe communities, inclusion, and diversity. With a variety of cities, towns, and urban districts, Montgomery County's communities include Bethesda, Chevy Chase, Gaithersburg, Germantown, Rockville (the County seat), and Silver Spring. Montgomery County is home to many major U.S. government offices, scientific research and learning centers, and business campuses.

The County's workforce is one of the most educated in the nation, with the most advanced degrees per capita of any jurisdiction with one million residents or more. Higher education is further exemplified within the County by Johns Hopkins University's Montgomery County Campus, Montgomery College, and the University of Maryland Global Campus – creating a thriving center for advanced educational opportunities. Advanced medical centers include Howard Hughes Medical Institute and the National Institutes of Health.

The County's public school district is the largest in Maryland and in the top 20 largest school districts nationwide. Its 210 schools, including 42 national Blue Ribbon Schools, serve over 160,000 students.

*Montgomery County Government is an equal opportunity employer, committed to workforce diversity. Accordingly, as it relates to employment opportunities, the County will provide reasonable accommodations to applicants with disabilities, in accordance with the law.*

## Why MCG?

Montgomery County is a leader in technological solutions and advancement in both Maryland and the U.S. being named the top Digital County by the Center for Digital Government, designated as a Tech Savvy County by the Public Technology Institute and winning numerous awards for providing customized services, reporting solutions and communication system implementations benefitting over 1.05 million County residents.



Montgomery County has a strong tradition of prudent fiscal management:

- Montgomery County holds the highest bond rating from each of the three major credit rating agencies.
- The County has a mandatory balanced budget and develops a six-year financial plan as part of its annual operating budget development process.
- In May 2022, the County Council approved the Montgomery County FY23 Operating Budget (including debt service, the school district, and community college) for \$6.3 billion and a Capital Improvement Program budget of \$5.3 billion for FY2023-28.

## VISION: A More Equitable and Inclusive Montgomery County

Montgomery County Executive Marc Elrich has outlined a vision for the future:

- Thriving Youth and Families
- A Growing Economy
- A Greener County
- Easier Commutes
- A More Affordable and Welcoming County
- Safe Neighborhoods
- Effective, Sustainable Government

